Nurses Recruitment and Retention Fund
Annual Report
April 1, 2000 – March 31, 2001

The Nurses Recruitment and Retention Fund Committee is chaired by Barbara Hague, Director of Workforce Planning, Manitoba Health.

The following individuals serve on the Committee:

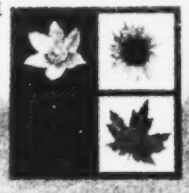
Randy Lock, RHAM
Jan Currie, WRHA
Maureen Hancharyk, MNU
Irene Giesbrecht, MNU
Pat Hosang, Manitoba Health

Rose Dziadekwich is the Facilitator for the Nurses Recruitment and Retention Fund.

RECRUITMENT:

The 'Come Home to Manitoba' campaign was established to support recruitment efforts. The Nurses Recruitment and Retention Fund continues to assist in the recruitment of nurses to Manitoba with the following:

- Display booths and handouts to support representatives at 9 local and national job fairs.
- The Nurses Recruitment and Retention Fund Line continues to receive approximately 50 calls per week, with over 3,000 calls having been received this year. This resulted in distribution of over 750 relocation packages in response to inquiries regarding nursing opportunities and /or relocation to Manitoba.
- Advertising in national and international nursing journals and publications, including the Canadian Nurse and Nursing 2000.
- Website access with links to the Nurses Recruitment and Retention Fund. The site averaged 590 hits per month, up from 500/month for last year.
- Regular distribution and posting on the website of the Nurses Recruitment and Retention Fund Update. Four mail outs of the update have been completed this year with over 1,000 copies distributed with each mail out.



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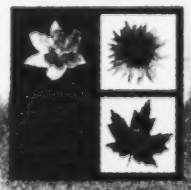
NURSING EDUCATION:

- $200,000 in funding has been provided to the U of M Faculty of Nursing for forgivable loans to 3rd and 4th year nursing students who enroll in Nursing Summer Term 2001. 80 students enrolled in Summer Term in Summer 2000, and it is anticipated that 184 will enroll in the 2001 Summer session.
- Over 450 information packages identifying funding sources for individuals interested in pursuing nursing education programs have been sent.

CONTINUING EDUCATION:

Lack of continuing education has been identified as a major factor in retaining qualified nurses who are actively seeking to improve their knowledge and skills.

- Funding of $3.0 million was allocated to RHA's to support continuing education and staff development of Registered Nurses, Licensed Practical Nurses, and Registered Psychiatric Nurses on a provincial basis, based on their nursing population.
- Regional Continuing Education Committees oversee use of these funds. Over $900,000 of the $3.0 million has been paid to the RHA's for Continuing Education support.
- Some of the continuing education sessions and programs provided throughout the region included:
  - Aboriginal Cultural awareness training
  - Lifts/Transfers and Back Care
  - Humor in the Workplace
  - Aggression Management / Alzheimer Behavior Management
  - Community Development
  - Stress and Conflict Management
  - Wound Care
  - Elder Abuse
  - Nursing Into the Next Millennium
  - Advanced Cardiac Life Support
  - Trauma Nursing Care Course
  - Neonatal Resuscitation Program
  - Team Building / Communication Skills
  - Enhanced training for Licensed Practical Nurse
  - Clinical Skills Development
  - Primary Health Care
  - Risk Management
  - Conference attendance for individual nurses



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RELOCATION ASSISTANCE:

- The 'Come Home to Manitoba' campaign offers relocation assistance of up to $5,000 to nurses coming to Manitoba to work, as of April 1, 1999. Since the fund was established, over 300 nurses have applied and been paid relocation assistance. In the past year 205 nurses came to Manitoba (Appendix 1). This represents twice as many nurses as those relocated in 1999/2000. Applications continue to be received.

RETURN TO PRACTICE:

- Financial support of 80% of course costs (up to $2000) per individual, continues to be provided to nurses taking nursing refresher training.
- In the past year, 100 additional nurses have applied for assistance. Of the over 200 nurses who have received financial support since the fund was established, 62 nurses have completed refresher training programs, and 61 are currently employed throughout the Regional Health Authorities (Appendix 2).
- An additional "Option B" RN Refresher program designed for foreign-trained nurses was established to facilitate the re-entry of these individuals into the nursing workforce. Twenty foreign-trained nurses living in Manitoba and seeking licensure will complete the program in September 2001. Additional financial support of $750 per nurse was provided to these nurses to assist with the added cost of this program.
- Funding of up to $90,000 has been allocated to Red River College for additional resources to provide support for the RN Refresher Program.

RETENTION:

This year the fund has supported the following:

- ICU courses
- Neonatal Pediatric ICU courses
- Perioperative Programs
- Primary Care Skills Course for nurses in designated Northern Nursing Stations.

In the past year, over 50 nurses received funding from the Nurses Recruitment and Retention Fund for specialty training programs as follows:

- 27 completed ICU courses; 4 are presently enrolled
- 6 completed Neonatal Pediatric Critical Care Course: 16 are presently enrolled.
- 18 completed the Perioperative Nursing Courses; 14 are presently enrolled
- 3 nurses will enroll in the Primary Care Skills Nursing program in Sept. 2001.

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The Committee continues to address issues related to recruitment and retention of nurses in Manitoba with the main focus being on retention. These include:

- Senior Practicum/Mentorship/Orientation.
- Development of Information/Data Sources to determine future nursing resource requirements and allow for better health system HR planning.
- Career Planning.
- Improving the positive image of nursing to improve morale and encourage new nursing students.
- Support for initiatives related to Quality of Worklife issues.

COMMITTEE RECOMMENDATIONS:

It is our recommendation that ongoing funding for the Nurses Recruitment and Retention Fund be continued in order to maintain the initiatives outlined and to investigate further options and ideas, related to the recruitment and retention of nurses to Manitoba.

NURSES RECRUITMENT & RETENTION FUND
ANNUAL REPORT APRIL 1, 2000 -- March 31, 2001

	INITIATIVE	Apr.1/00 to Mar.31/01	ENROLLED for 2001	AMOUNT ALLOCATED 2000/2001	AMOUNT EXPENDED 2000/2001
RECRUITMENT:					
ADVERTISING	Job Fairs	9 Attended			$46,200
	Nurses Recruitment & Retention Fund Line	Over 3,000 calls received this year Average 50 calls/week			
	Relocation Packages	Over 750 pkgs mailed			
	Website	Average 590 hits per month			
	Mail outs & posting of Recruitment & Retention Fund Updates on Website	Over 4,000 updates sent (4 Mail outs)			
	Advertising in national and international journals	5 ads submitted (Canadian Nurse & Nursing 2000)			$12,000
	General Printing/ Office Costs				$45,000
RELOCATION	Relocation Assistance	205		$2,500,000	$902,000
RETURN TO PRACTICE	Nursing Refresher Training Assistance	RN completed – 53 LPN " – 8 RPN " – 1	RN – 82 RN Option B – 20 LPN – 36 RPN – 4	$489,995	$191,732
	Support for RN Refresher Program RRC			$90,000	
RETENTION:					
	WRHA ICU Course	27	4	$320,888 carried over from 99/00	
	Brandon RHA ICU Course	6	16	$95,000 carried over from 99/00	$95,000
	Neonatal Pediatric ICU Course	11	21	$25,556 carried over from 99/00	
	WRHA Perioperative Course	18	14	$42,026 carried over from 99/00	
	Brandon RHA Perioperative Course	4	4	$61,101 carried over from 99/00	
	Primary Care Skills Course			$225,081 carried over from 99/00	
NURSING EDUCATION	Forgivable Loans (BN Program) University of MB Summer Term 2001	University of Manitoba – 80	184	$200,000	
	Forgivable Loans Brandon University (BScPN Program) Summer Term 2001	Brandon University - 12			
CONTINUING EDUCATION	Continuing Education funding for RHAs	All RN, LPN and RPN's Registered in each region		$3.0 Million	$945,168
TOTAL:				**$7,049,647.00**	**$2,237,100.00**

Relocation Applications Submitted to Nurses Recruitment and Retention Fund

Date:	*July 31/01*
No. of Applications Approved	*366*
No. of Applicants not Approved	*8*

Where applicants relocated from: (from total application received)

Province	No. of Applicants
Nunavut	2
NWT	2
Yukon	2
British Columbia	61
Alberta	31
Saskatchewan	16
Ontario	70
Quebec	10
New Brunswick	13
PEI	2
Nova Scotia	19
Newfoundland	10
Labrador	2
USA	60
Philippines	49
British West Indies	1
Saudi Arabia	3
England	4
Australia	3
Monaco	1
Bahamas	1
New Zealand	1
Other	11
TOTAL:	**374**

Applications Submitted for Relocation

Name of Facility	No. of Applicants
Misericordia	4
HSC	100
SBGH	69
Grace	11
Victoria	18
SOGH	11
Deer Lodge	6
Concordia	4
CSU	3
Public Health	6
VON	8
LTC	58
Youville Clinic	1
Cancer Care	1
AFM	1
Manitoba Health	3
	Total: 303
Rural Health Authorities	
Brandon	16
Parklands	13
Churchill	8
North Eastman	2
Norman	1
South Eastman	1
South Westman	2
Burntwood	15
Central	5
Interlake	6
Marquette	2
Rural RHA	**Total: 71**
TOTAL:	**374**

Nursing Refresher Programs

Total # of applicants who have applied for financial assistance to complete Nursing Refresher Programs as of July 31, 2001: 231

RN Applicants Regular Program	**155**		
RN Applicants: Option B (Sep./00 intake)	**20**		
LPN Applicants	**50**		
RPN Applicants	**6**		
TOTAL:	***231***		
* 16 applicants have withdrawn from Programs:		* 10 RN	* 6 LPN

Completed Nursing Refresher Programs

DATE	*Aug./2000*	*Jan./2001*	*Apr./2001*	*Aug./2001*	*TOTAL*
# completed RN	28	13	7	21	69
# completed LPN	3	5	0	5	13
# completed RPN	0	0	1	2	3
					85

Nurses Recruitment Applicants Employers

Name of Facility/RHA	RN	LPN	RPN	Total
WRHA:				
Misericordia				
HSC	4			4
SBGH	6			6
Grace	1			1
Victoria	1			1
SOGH	1			1
Deer Lodge	6			6
Concordia	1			1
Riverview	6			6
LTC	6	3		9
VON	6			6
Other	3			3
WRHA's TOTAL:	41	3	0	44
Rural RHA's				
Brandon	4	1	1	6
Parklands		1		1
Churchill				
North Eastman		1		
N0R-MAN	1			1
South Eastman	1			1
South Westman	3			3
Burntwood	1			1
Central	6	1		7
Interlake	4	2	1	7
Marquette				
Total Rural RHA	**20**	**6**	**2**	**28**
TOTAL	**61**	**9**	**2**	**72**

* ***Unable to determine employer:*** *13*